



THE DENVER FOUNDATION

Internal Inclusiveness



2011 Blueprint



Internal Inclusiveness Definition, Focus, and Mission

The mission of The Denver Foundation is to inspire people and mobilize resources to strengthen our community. We believe that the diversity of the Metro Denver area is a fundamental strength of our region. Our mission is best fulfilled when we embrace and practice our values of leadership, equity, inclusiveness, and accountability. We seek diversity and inclusiveness in order to ensure that a range of perspectives, opinions, and experiences are recognized, valued, and acted upon in achieving The Denver Foundation's mission.

The Denver Foundation's Definition of Inclusiveness:

Deliberate and informed behavior and policies that value the diverse strengths, needs, and backgrounds of all members of our organization and the wider community.

The Denver Foundation's Internal Inclusiveness Initiative Focus:

Our Internal Inclusiveness Initiative focuses on all forms of identity, including race and ethnicity, class, gender, gender expression and sexual orientation, disability, religion, and age.

The Denver Foundation's Internal Inclusiveness Mission:

To move The Denver Foundation toward greater inclusiveness.

How our Internal Inclusiveness work connects to our organization values.

Our Values	How Internal Inclusiveness helps The Denver Foundation demonstrate its values
<p>Leadership We listen to and learn from our community. We address the root causes of community problems and mobilize resources for the common good.</p>	<ul style="list-style-type: none"> • By demonstrating our commitment to inclusiveness, internally and externally, we act as a community leader. • The Internal Inclusiveness Committee is an effective leadership development tool for employees.
<p>Equity We strive for equity and we focus primarily, but not exclusively, on people who are disadvantaged.</p>	<ul style="list-style-type: none"> • We provide awareness building opportunities for staff about diverse and disparate communities in Metro Denver in order to better inform our work. • We offer opportunities for staff to examine and discuss demographic-based disparities and provide mechanisms for us to recommend policies that internally and externally mitigate these disparities.
<p>Inclusiveness We practice and champion inclusiveness in our community. We honor the diverse strengths, needs, voices, and backgrounds of all members of our community.</p>	<ul style="list-style-type: none"> • We welcome all voices to the table and strive to include the input of everyone. • We encourage all staff to participate in the inclusiveness initiative in some capacity. • We strive to (1) create an atmosphere conducive to open communications and (2) engage in active listening regarding the effectiveness of our inclusiveness efforts
<p>Accountability We serve as stewards for our community investments and honor the charitable intentions of our donors to meet current and future community needs. We hold ourselves to the highest standards of ethics, integrity, service, and fiduciary responsibility.</p>	<ul style="list-style-type: none"> • We offer awareness building opportunities for staff to understand and embrace our differences in order to promote acceptance both internally and externally. • We strive to create a safe environment for staff to share diverse views while continuously promoting the goals of the organizational Strategic Plan. • Inclusiveness goals are integrated into each department's yearly goals.



Organizational Inclusiveness Goals 2011

Each department of The Denver Foundation has integrated their inclusiveness goals into their overall department goals for 2011. The following are the overarching organizational goals, based on a composite of the departments' goals, as well as specific tactics.

Goal 1: Institute a conscious outreach to diverse communities

Organizational Strategies

- Reach out to diverse key audiences in terms of geography (7 counties), age, and race/ethnicity to promote general awareness of the Foundation.
- Target Denver Foundation Speakers Bureau to diverse audiences.
- Continue to cultivate and increase number of diverse donors (for example members of the African American, Latino, and GLBTQ communities, among others).
- Recognize diverse donors through personal contact and (with permission) public recognition.
- Ask diverse donors to introduce their personal network to The Denver Foundation—peers, advisors, friends, colleagues.
- Continue to produce dedicated columns for the Foundation in key publications.
- Host two audience widening events with members of the GLBTQ community.
- Continue work with Emerging Leaders in Development Program.
- Recruit and reach out to undergraduate students from communities that are traditionally underrepresented in the nonprofit sector (students of color, male students, first generation college students, GLBTQ students, Pell grant recipients) through the Nonprofit Internship Program.
- Provide programming through the Inclusiveness Project that is informed by and engages communities of color.
- Share Advancing Colorado's Mental Health Care (ACMHC) findings in geographically, ethnically, and other diverse communities throughout Colorado.
- Expand Neighbor Circles beyond pilots to add additional circles in Commerce City and Original Aurora.
- Ensure that viewpoints of diverse audiences are included in upcoming Listening Campaign.

Goal 2: Improve upon or create internal procedures that promote inclusiveness

Organizational Strategies

- Ensure that diverse audiences are represented in Foundation publications, photography, and media outreach.
- Staff inclusive nomination and review process for Community Grants Program committee members.
- Leverage discretionary and hybrid leadership grantmaking - e.g., Critical Needs, Housing and Homelessness Funders Collaborative,, HIV/AIDS Community Partnership, Community Organizing Collaborative, Inclusiveness Project, Community Opportunities Fund - to address community issues and expand donor support.

- Invite a diverse cohort (in terms of race, gender, age, profession, skill set, and background) to join volunteer committees.
- Ensure that events and activities are accessible and inclusive of all individuals.
- Employ culturally competent and diverse vendors and consultants.
- Fill open positions with individuals who value inclusiveness, have experience and competency working with diverse communities, will complement the existing team and help it to build capacity, and can meaningfully contribute to The Denver Foundation's mission, vision, and values.
- Continue to advertise job openings in minority arenas to obtain a diverse group of candidates.
- Track the diversity of board members.
- Work with Mountain States Employer's Council and other community foundations to ensure we have systems that reflect inclusiveness.
- Incorporate inclusiveness within the evaluation of P2 programs (Nonprofit Internship Program, Inclusiveness Project, Advancing Colorado's Mental Health Care).
- Encourage professional development as an investment in staff.
- Invite input from staff in a variety of ways.
- Celebrate personal and professional accomplishments of staff.
- Participate in the The Denver Foundation's Strategic Plan and Listening Campaign processes, and provide resources related to our values of inclusiveness and equity.
- Participate in cross-departmental efforts when appropriate, such as Data Team and Technical Assistance team.
- Present to each of the Community Grants Program Advisory Committees in 2011 on the importance of inclusiveness.

Goal 3: Seek out and utilize information and resources to achieve our inclusiveness goals

Organizational Strategies

- Engage in learning discussions with other nonprofit organizations and funders involved in inclusiveness work.
- Increase internal and external utilization of inclusiveness resources and materials.
- Learn and report on inclusiveness as primary learning inquiry of Strengthening Neighborhoods in the implementation of SN Goal 1 – "To support positive relationships among residents in our partner neighborhoods based on equality and the valuing of everyone's contributions."
- Participate in and learn from presentations on key community issues, e.g., donor education events, Eclectics, inclusiveness, and the Common Grant Application.
- Offer a minimum of two trainings / presentations to staff / board that aid in creating cultural awareness and sensitivity, increased tolerance and understanding, and team strengthening.
- Participate in optional internal inclusiveness offerings (brown bags, book clubs, etc.).
- Maintain a vibrant and relevant related links page on <http://www.nonprofitinclusiveness.org>.
- Feature inclusiveness material on Strengthening Neighborhoods website in its own section. Rolls out more readily usable material from Collaborative Inquiry.

Goal 4: Foster a culture of optimal organizational and interdepartmental cooperation and inclusiveness

Organizational Strategies

- Continue BRIDGE Group Discussions on selected topics (and additional group meetings as needed or desired).
- Seek partnership opportunities with Programs/Philanthropic Leadership Committee (47 gifts to Critical Needs in 2010, 15 gifts to Strengthening Neighborhoods in 2010, 1 gift to the Nonprofit Internship Program in 2010, and 5 gifts to the Inclusiveness Project in 2010).
- Infuse inclusiveness in the culture and operations of the committees.
- Support Inclusiveness Project, Nonprofit Internship Program, and Strengthening Neighborhoods communications activities.
- Continue to help PSG cultivate and increase number of diverse donors.

Goal 5: Strengthen external relationships and networks that aid in our inclusiveness goals

Organizational Strategies

- Establish and maintain media relationships with publications and media outlets serving diverse audiences.
- Strive for two-way communication in culturally competent ways with external audiences.
- Hold dedicated media relations events similar to the Latino Media Breakfast.
- Develop and maintain alumni group for Nonprofit Internship Program.
- Be more active participants in the Asian Chamber of Commerce, Black Chamber of Commerce, and Hispanic Chamber of Commerce (Rocky Mountain Indian Chamber of Commerce in 2012).
- Hold a convening of food pantries on inclusive practices.
- Advance inclusiveness through learning gatherings in neighborhoods to work on common issues.
- Support Aurora Human Rights Center partners as they work together on inclusiveness issues.